

A Proposal for the 48/96 Work Schedule



Disclaimer!

- This presentation is informational in nature and is NOT at this time endorsed, supported, or under consideration by either Orange County Fire Authority Administration or the Local 3631 Board of Directors. Rather, it is a “Grassroots” effort to educate our members on a viable alternative to our current work schedule.

Introduction

- The purpose of this presentation is to present the issues relevant to changing our work schedule to 48 hours on, 96 hours off.
- The proposed schedule change would **ONLY** be on a trial basis.
- This presentation is designed to give fair treatment of the issues and answer many questions.
- Comments are welcome from all.

What Is A “48/96” Work Schedule?

- A “48/96” work schedule is simply this: each shift works two consecutive 24 hour work periods for a total of 48 hours, then has 96 hours off before repeating this pattern of two days on, four days off
- FLSA time will not be affected

The History of the 48/96 Work Schedule

- According to a study conducted by San Jose Firefighters, the 48/96 schedule has been used by professional fire departments since the early 1990s
- Many departments have switched to this schedule resulting in:
 - relief from long commutes
 - increased morale by providing additional four-days
 - more weekends off
 - increased family time

The History of the 48/96 Work Schedule (cont.)

- At this time there are at least 64 departments using the 48/96 schedule.
- Several others are actively investigating it. The Los Angeles City Fire Department, for example, is about to take it to their members for a vote.
- There is also a strong movement in the Los Angeles County Fire Department.

The History of the 48/96 Work Schedule (cont.)

- Most departments that considered the schedule change first voted for a six-month or one year trial period.
- In some cases, an escape clause was added to the agreement to allow labor or management to opt out of the trial period at any time. No department has exercised this clause.

Fire Departments Working the 48/96

■ Albuquerque Fire

- Responds on over 50,000 calls a year
- Six of Albuquerque's 21 stations run between 350 and 500 calls a month
- 12 to 17 calls per day
- 36 to 51 calls per tour
- Perform ALS
- Has been working the 48/96 for nine years

Fire Departments Working the 48/96 (cont.)

- **City of San Bernardino Fire Department**
 - 11 stations
 - Three stations run 350 to 500 calls per month
 - 12 to 17 calls per day
 - 36 to 51 call per tour
 - Perform ALS

Orange County Fire Authority

- **Busiest Engine Company E61**
- **Busiest Medic Van M21**
 - Run just over 300 calls per month
- **5 other Engine Companies**
E22, E222, E19, E24, E29
 - Run between 250-300 calls per month

Interesting Findings

- All of the departments working the 48/96 share an overwhelming level of satisfaction with the schedule
- None of the agencies chose to return to their previous schedule

Comparisons of the 48/96 vs. the OCFA Schedule

■ No differences for administration

- 3 Platoons, ABC shifts
- 56 hours per week
- 112 hours per pay period
- 121 shifts per year

What Does the 48/96 Schedule Look Like?

January 2006						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

How Do the Schedules Compare?

Current Schedule

January 2006						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

48/96 Schedule

January 2006						
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
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On Average, How Many Days Can I Wake Up At Home With My Family?

Current Schedule

- 10 days per month
- 120 days per year

48/96 Schedule

- 15 days per month
- 180 days per year
- **50% Increase**

How Many 4-Days Do I Get?

Current Schedule

- 2.5 per month
- 30 times per year.

48/96 Schedule

- 5 per month
- 60 times per year
- **100% Increase**

How Many 2 or 4 Day Weekends Will I Have Off?

Current Schedule

- 13 Four Day Weekends
- 5 Two Day Week Ends

48/96 Schedule

- 26 Four Day Weekends
- **100% Increased Four Days**

How Many Sat-Sun Will I Work?

Current Schedule

- 35 single weekend days worked per year (Sat or Sun)
- 0 Sat and Sun worked per year

48/96 Schedule

- 17 Single weekend days worked per year (Sat or Sun)
- **50% Reduction**
- 9 combined Sat and Sun worked per year (Results in more full weekends off)

More Family Time

Current Schedule

- Presently you work 4 of the same day in a row
- This results in missing 4 of your kids' games in a row

48/96 Schedule

- The most games you miss is 2 in a row
- Less time on the road
- Less hold overs causing you to miss that 8am game, school program, or doctor's appointment

What Happens If One Shift Is Scheduled To Work Both Christmas Eve and Christmas Day?

- The shift working the 23rd would flip-flop with the shift on the 24th (see example on following slide).
- This only occurs 8 times between 2006 and 2026.

Christmas Sample

December 2006						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 31	25	26	27	28	29	30

How Does It Affect My Use Of Vacation Time?

Assumptions

- *Vacation usage based on a 10 year employee*
- *Earning a 9.34 vacation days per year*
- *Employee takes off 2 consecutive shifts at a time*
- *Leaving 1 day to float or combine with a shift trade*

How Does It Affect My Use Of Vacation Time?

Current Schedule

48/96 Schedule

B-Shift using 2 Vacation Days on January 7th and 9th

B-Shift using 2 Vacation Days on January 8th and 9th

January 2006						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
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January 2006						
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29	30	31				

■ 2 Vacation Days = 9 days off

■ 2 Vacation Days = 10 days off

How Does It Affect My Use Of Vacation Time?

Current Schedule

- Using vacation only
- (4) 9 day vacations/yr
- Results in 36 segmented days of vacation

48/96 Schedule

- Using vacation only
- (4) 10 day vacations/yr
- Results in 40 segmented days of vacation
- **10% Increase**

How Does It Affect My Use Of Vacation Time?

Current Schedule

B-Shift using 4 Vacation Days on January
7th, 9th, 12th, and 14th

48/96 Schedule

B-Shift using 4 Vacation Days on January
8th, 9th, 14th, and 15th

January 2006						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
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4 Vacation Days = 16 days off

January 2006						
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4 Vacation Days = 16 days off

How Will the 48/96 Schedule Benefit My Commute?

Current Schedule

- 120 Shifts/year
- 240 commutes

48/96 Schedule

- 60 “Shift cycles”/year
- 120 commutes
- **50% Reduction**

How Much Will I Save?

- Regardless of your fuel cost you will cut it in $1/2$ with the 48/96 schedule!
- You will also see brakes, tires... last much longer
- Save wear and tear on yourself by sitting in traffic 50% less.
- Have 50% less exposure to a possible traffic accident.
- Fewer miles driven per year will reduce your car insurance costs.
- Car retains value over a longer period due to lower mileage.

Overtime & Trade Policies

- Same as it is now (per SOP AM 103.16)
- Current 72/96 hour rule remains intact
- Overtime opportunities will be the same for each shift
- If you take one vacation day you still work your second shift
- You can still take ½ shifts (12 hours)
- All current trade policies remain the same!

How Many Overtimes Can I Work Without Working a 72-hour Shift?

Current Schedule

- 8 per month
- 96 per year

48/96 Schedule

- 10 per month
- 120 per year
- **25% Increase**

How Many Overtimes Can I Work Without Working a 48-hour Shift?

Current Schedule

- 30 per year

48/96 Schedule

- 60 per year

- **100% Increase**

B-Shift Overtime And Trade Potential For A Typical Month

January 2006						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
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Overtime Potential Comparison

- With the 48/96 Schedule, you could work four overtimes per month, never work a 72-hour shift, and still have three complete 4-Days left
- It is impossible to do that with our current schedule

Fatigue and the 48/96

One of the biggest advantages of the 48/96 schedule is that it allows employees more opportunity to recover from sleep deprivation/ long-term fatigue.

Fatigue and the 48/96

- Departments found that after the schedule change, the concerns about increased fatigue were not realized
- Departments found that over time the schedule can significantly *reduce* fatigue
- Departments saw no increase in injuries or disabilities resulting from the schedule change
- Departments have seen a reduction in sick leave use

Fatigue and the 48/96

- During busy periods short-term fatigue would be expected to increase for some individuals working our current schedule, the 48/96, or with any schedule
- It's the nature of being a firefighter
- Many employees already voluntarily work extended shifts, i.e. 48s, 72s & 96s

Fatigue and the 48/96

- The 48/96 increases rest periods (4-days) from 30 to 60 a year...
a **100% Increase**
 - the frequency of “4-days” increases to a “4-day” every 2 days as opposed to every 8 days with OCFA’s schedule

Fatigue and the 48/96

- The 48/96 increases the number of “sleep in days” (days waking up at home and not going to work) from 10 to 15 per month... a **50% Increase**

Fatigue and the 48/96

- **The 48/96 reduces the number of days/hours an employee spends getting ready for work and commuting by 50%.**

Pollution Reduction

- Based on 2005 standards, the SCAQMD has calculated that our commuting produces, on an annual basis, approximately based upon your information you have provided:
- **87,870** Pounds of Carbon Monoxide
- **8,944** Pounds of Oxides of Nitrogen
- **8,318** Pounds of Volatile Organic Compounds
- We commute approximately 6.6 million miles per year which is equal to over 13.6 round trips to the moon.
- We can cut these figures in 1/2 by using the 48/96 schedule.
- An official recalculation will be performed after official data is obtained from Local 3631 or Fire Administration
- <http://www.aqmd.gov/rules/req/req22/r2202.pdf>

Why Management Would Like the 48/96 Schedule

- Approximately ½ of the relief problems associated with extended incidents and day-to-day operations
- To address the “work/rest cycle” concerns, any incident over a certain length could be automatically placed into a 2:1 work/rest cycle. i.e. 16 hours on, 8 hours off, which follow Federal guidelines

Why Management Would Like the 48/96 Schedule (cont.)

- A 50% reduction in employee commutes
- Will remove up to 500 cars every other day from congested southland freeways
- Will result in a significant reduction of air pollution
- Possible significant monetary incentives to the department for such a large reduction of air pollution www.aqmd.gov/localgovt/AB2766.htm
- A political feather in their cap
- They will be seen as doing something proactive for the environment

Why Management Would Like the 48/96 Schedule (cont.)

- Increased productivity, shift works for two days in a row
- Classroom/Hands-on training can be scheduled evenly between the two consecutive shifts
- Cut morning briefings by half
- Reduce hold-over issues and cost by 50%
- Projects can be started and completed more readily over two consecutive days
- Can return phone calls & follow-up on day two
- Easier to follow-up on repair issues

Would the 48/96 Schedule Affect Our Fire Inspection Program?

- No! The current schedule and the 48/96 schedule both offer each shift an average of 7 weekday shifts per month for inspection duties

How Does 48/96 Compare to the Kelley Schedule (3's and 4's)?

LA City	Kelley (3's and 4's)	48/96
Four Days	40 per year	60 per year a 50% Increase
Complete Weekends Off	17 weekends off per year	26 week ends off per Year a 50% Increase
"Sleep in Days" / Wake up at Home	120 days per year	180 days per year a 50% Increase
Commute Days	120 Commutes	60 Commutes per year Cuts your Commutes in Half
Number of Saturdays worked in a Row	3	2 33% Reduction in the amount of Saturdays you work in a row!
How Many Overtimes Can I Work Without Working a 48-hour Shift?	40	60 50% Increase
If I work 4 Overtimes per month with no 72 hour shifts: How many 4 days do I get?	1	3 Four Days 200% Increase

How Does 48/96 Compare to the 4/4/6 Schedule?

Anaheim / Corona	4's and 6's	48/96
Four Days	15 per year (1.25 per month)	60 per year 200% more 4 days (100% more 4 days and Six days combined!) (5 per month)
Six Days	15per year (1.25 Per month)	0
Complete Weekends Off	17 weekends off per year	26 week ends off per Year a 50% Increase
"Sleep in Days" / Wake up at Home	120 days per year	180 days per year a 50% Increase
Commute Days	120 Commutes	60 Commutes per year Cuts your Commutes in Half
Number of Saturdays worked in a Row	Varies, the maximum worked is 2 in a row, but generally occurs more often	2
How Many Overtimes Can I Work Without Working a 48-hour Shift?	45	60 33% Increase
If I work 4 Overtimes per month with no 72 hour shifts, how many 4 or 6 days do I get?	Maybe, 1 four day if planned out!	3 Four Days 200% Increase

Alternative schedules to 48/96

- Decreases four-days
- Decreases time at home with family
- Decreases mornings at home
- Decreases full weekends off
- Increases long-term fatigue
- Increases commuting
- Increases fuel costs
- Requires firefighters to work 72's or give up the few 4 or 6 days they receive.

PRO's

- Every time you go home you have 4-Days off
- 5 four days a month
- 8 More full weekends off per year
- More opportunities to work OT without working 48 or 72 hours straight
- Better continuity of workflow for two days in a row

PRO's (cont.)

- Increase in morale as seen in other Departments that have switched
- More time with family and friends
- Number of commutes and mileage cut in half
- Take 2 vacation days and have 10 days off

PRO's (cont.)

- No matter what your current costs are for gas, tires, oil changes, brakes... These costs will drop by approximately 50%!
- Car insurance costs should also decrease because of a 50% reduction in your commuting mileage. The 48-96 affords more full weekends off, allowing employees to engage with their children's sports teams, take weekend family trips, or participate in other activities.

POTENTIAL CON's

- Every time you work your scheduled shifts it is for 48 hours
- May temporarily disrupt current family routine
- Both days of a weekend (Sat and Sun) will be worked 9 times per year
- Second shift of cycle could be more demanding if a busy first shift occurred. However, 48 and 72-hour overtimes and shift trades are already commonplace at such stations
- Decrease in morale of some members who do not want to try the 48/96

POTENTIAL CON's (cont.)

- The more OT you work the less 4 days you will have (but you have twice as many to begin with)
- Some members face unique challenges in regards to childcare, child custody, care of an elderly parent or ill family member
- Taking a single shift off creates a “5-day,” not six or four days off, as with the current schedule

How Have Other Departments Voted?

- Trial Period: 52% to 84% in favor
- Permanent Change: all but 2 departments were 90% to 100% in favor
 - The other 2 dept's were 75% and 80% in favor
- Initial opposition was from those with short commutes; however, they strongly supported the 48/96 after the trial period

What Do You Do Now????

- Based on the information provided, we respectfully request that all members seriously consider the merits of the 48/96 schedule
- Specifically, please contact your Local 3631 Board members and request *a trial period of the 48/96*
and
- Please take 30 seconds to fill out the brief questionnaire and indicate whether or not you're in favor of a TRIAL PERIOD. This is the only way to know if we should proceed.
- The Link to the questionnaire is:

[48/96 Questionnaire](#)

Thank You!